

## **“Human rights policy” (Excerpt from the “JFR Principles of Action”)**

Since its inception, the Group has conducted business activities trusted by stakeholders based on the corporate credos “Service before profit” and “Abjure all evil and practice all good.”

Respect for human rights underlies all our business activities. Companies are expected to have a better understanding of various human rights issues related to all activities in each country or business and take appropriate actions. We at the Group will act based on this human rights policy of the Group.

The Group’s human rights policy applies to all officers and employees.

The Group will strive to provide suppliers with an understanding of this policy. We expect suppliers to understand and comply with the matters set forth in this policy.

### **(1) Basic ideas on human rights**

We understand that our business affects human rights directly or indirectly in each process of value chain including the procurement and consumption and use of products.

And we support and work on the “International Bill of Human Rights” and the “Guiding Principles on Business and Human Rights.”

We also support and respect the “Ten Principles of the United Nations Global Compact” as a signatory company.

### **(2) Stakeholders and human rights**

We commit to prohibition of discrimination on the basis of race, ethnicity, nationality, social status, gender, disability, health condition, thought and creed, sexual orientation and gender identity, job, employment status, etc., prohibition of harassment, provision of safe work environment, ensuring of minimum wage, responsible labor practices including appropriate management of working hours, and respect for freedom of association and collective bargaining.

### **(3) Implementation of responsibility for respect for human rights**

We will identify negative impacts on human rights related to the Group’s business and work to prevent and reduce these impacts in accordance with the “Guiding Principles on Business and Human Rights.”

We will not violate human rights themselves as a matter of course, and furthermore, we will build a responsible supply chain by taking appropriate corrective actions when finding negative impacts on human rights in our business activities.

We will strive to build a human resources due diligence system, identify the Group's negative impacts on social human rights, and adopt appropriate and effective remedies.

**(4) Development of corporate culture that respects human rights**

We will provide education and awareness-raising activities for all officers and employees to have a corporate culture that respects human rights take root.